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CHILD CARE EMPLOYEE NEWS

Any child care worker can tell you the recession isn't over yet; for evidence, see our annual summary of child care salary and benefits data, beginning on page three. But even in hard times like these, a new spirit is growing in our profession: we saw it at the NAEYC conference in Denver, and we're seeing it across the country as communities kick off the exciting new Worthy Wage Campaign.

As a result, the Child Care Employee Project has more work to do than ever--which means we need to rely on you. Please renew your membership right away, make an extra contribution if you can, and encourage others to do the same!

In the coming year we're aiming to greatly expand our membership and the sales of CCEP publications. You can help us by telling your friends and colleagues about our work, and by selling CCEP memberships and materials at conferences and meetings in your area. (See page 11 for details on our new publicity brochures.) We're also considering the possibility of starting "associate memberships" to CCEP, through which members of other child care organizations would receive the *Child Care Employee News* as one of their member benefits. Let us know if you have other ideas of how to build our membership, and thank you for your support!

THE WORTHY WAGE CAMPAIGN IS UNDERWAY--AND WINS NAEYC BOARD'S ENDORSEMENT

Throughout the United States, teachers, family day care providers and other child care advocates are embarking on a new multi-year drive to secure decent working conditions and a living wage. It's called the Worthy Wage Campaign, inspired by recent movements in Seattle and other communities, and the Child Care Employee Project is proud to be serving as its national coordinator. The campaign was developed by the Child Care Employee Caucus--a group that has been focusing attention on compensation issues within NAEYC for the past ten years--and was launched with great flair and high visibility at the association's annual conference in Denver. On November 10, at the end of the conference, the campaign scored a major victory by gaining the endorsement of NAEYC's governing board.

Why such an action campaign now?

- Because while most workers' real earnings are declining in today's economy, child care wages are declining even faster--by nearly one-fourth since the mid-1970's, according to the newly-released national study, A Profile of Child Care Settings (see page 5).

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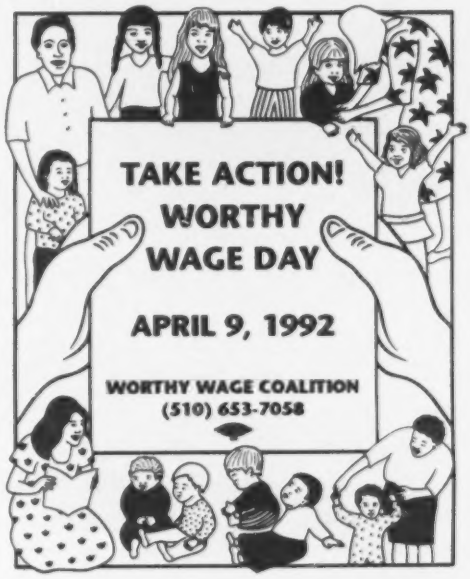
- Because child care turnover remains far too high, even during a recession when most people are holding onto their jobs for dear life.
- Because as experienced teachers leave the field, child care quality is declining, too--and low-income families with the fewest choices suffer the most.
- Because we need a new partnership with the parents who pay for child care--a disproportionate number of them women. Parent fees haven't risen to meet rising child care costs, but parents need worthy wages, too. We need to find new ways to ally with parents in working to change the way child care is funded.
- Because despite advocates' hard work this year to secure federal block grant funds for staff compensation and training, only about one-fourth of the states made much headway. (In our next issue, we'll report on what 12 states are doing.)
- Because while our voice is getting stronger, it still isn't strong enough.

The campaign's focus will be a Worthy Wage Day to be held each year during NAEYC's Week of the Young Child, and 1992's date is April 9. To build up to Worthy Wage Day, each local group will plan activities to promote teacher empowerment and public education. The campaign will look very different in various communities, based on each area's needs and level of organization. Actions will range from house parties, parent meetings, teach-ins, conferences and parades to one-day center closings.

Among the endorsers of the Worthy Wage Campaign are the Children's Defense Fund, the Child Care Action Campaign, the National Association for Family Day Care, the National Association of Child Care Resource & Referral Agencies, as well as many statewide and regional AEYC affiliates, unions and other groups. But the most dramatic story thus far is surely the campaign waged by NAEYC members to gain their organizations' endorsement at the annual conference.

It was clear from the start of the conference that child care compensation was going to be high on the agenda: as members filed in for the keynote speeches, they each received a leaflet and a sticker urging them to "Take Action on Worthy Wage Day." Employee Caucus members joined in a mock "funeral procession," including coffins with signs saying, "Bury Dead-End Jobs" and "Don't Let Your Profession Die." Nearly the entire crowd applauded, stood and joined the chant, "Stand up for worthy wages." Seattle activists carried stuffed dolls labeled with facts on the child care staffing crisis, which they later placed throughout the convention center.



But the next day, when NAEYC's Quality, Compensation and Affordability Committee (which, to our chagrin, now includes a Kinder-Care vice president) failed to endorse the Worthy Wage Campaign because of a split vote, conference attendees hit the ceiling. At the members' Expression of Opinion session on Saturday night, dozens of teachers, AEYC affiliate reps, family day care providers and others came forward to insist that the national body take a more aggressive stand *now* on compensation issues. Seattle activists moved the crowd to cheers and a standing ovation with a dramatic reading of a story they had written about the staffing crisis. On Sunday, as a result, the governing board voted *unanimously* to endorse the campaign and join the coalition--truly a breakthrough event that would never have occurred without the activism of so many NAEYC members.

(continued on page 10)

1991 SALARY SURVEY SUMMARY

Inadequate compensation continues to undermine the child care delivery system and to force many dedicated teachers and providers to seek other careers. Documentation of the staffing crisis through salary surveys such as those described in this summary serves as a major vehicle for stimulating community awareness and action.

Early in 1992 the federal government is scheduled to release guidelines concerning states' responsibility for collecting salary data. Compensation was one area of data collection mandated by the Child Care and Development Block Grant but it remains to be seen what this will actually mean. CCEP is trying to influence development of the guidelines to insure that turnover data is also collected and that standardized questions which will permit comparison across states are employed. We'll keep our members posted on these issues!

We begin our summary with a discussion of surveys conducted in collaboration with CCEP and then turn to reviews of surveys conducted by other groups during 1991.

SUMMARY OF REGIONAL CCEP SURVEYS

CCEP completed surveys in conjunction with agencies in five communities during 1991. This report presents the highlights of survey findings regarding teachers and assistants in full-day programs. The full reports contain more specific information about staff demographics, turnover, benefits, earnings of directors, and differences between nonprofit and for-profit programs. The table on page 4 illustrates average starting hourly wages, and average highest salaries, for teachers and assistants, as well as turnover rates and percentage of staff receiving health benefits.

While all the surveys discussed here used the CCEP Survey Instrument, different sampling strategies were employed in each locale reflecting the particular concerns and characteristics of each community. Thus, comparisons between the surveys cannot be made directly.

Locale/Contracting Agency	No. of Centers	No. of Staff
■ Dayton, OH Sue Koverman, Dayton AEYC 414 Valley St., Dayton, OH 45404 (513) 223-3292	137	2,022
■ Oregon Susan Giese, Oregon AEYC 1917 NE 10th Ave. Portland, OR 97212 (503) 282-8386	103	1,722
■ Sacramento County, CA Jaci White, Child Action 2103 Stockton Blvd. Sacramento, CA 95817 (916) 453-1110	67	1,055
■ San Mateo County, CA Sharon Keplinger, Child Care Coordinating Council (4C's) 1838 El Camino Real #214 San Mateo, CA 94010 (415) 692-6647	68	983
■ Yolo County, CA Jaci White, Child Action (see Sacramento Co. above)	21	164

TURNOVER, SALARY AND BENEFITS FOR FIVE STUDY AREAS - 1991*

FULL DAY PROGRAMS

	TURNOVER		STARTING WAGE		HIGHEST WAGE		% RECEIVING PAID HEALTH BENEFITS	
	T	A	T	A	T	A	T	A
Dayton, OH	35%	51%	$4.54	$4.16	$6.11	$5.01	18%	22%
Oregon	52%	81%	$5.48	$4.91	$6.76	$5.21	24%	26%
Sacramento Co.	55%	56%	$6.35	$5.03	$7.99	$6.07	44%	27%
San Mateo Co.	52%	70%	$7.35	$5.80	$9.18	$6.99	62%	31%
Yolo County	44%	77%	$6.24	$5.17	$7.63	$5.80	29%	20%

*T = Teachers
A = Assistants

Demographics

The majority of child care teachers and assistants in all five geographic areas studied were women in their childbearing years. Male teachers never comprised more than 5% of teachers and 9% of assistants (in four of the five surveys, 5% or fewer of the assistants were male). The majority of teachers and assistants in all five areas were white.

While the number of teachers who had been on the job for less than one year ranged from 23% (Yolo) to 39% (Sacramento), assistant teachers represented an even less stable work force. The longest tenure of assistants was in Dayton, Ohio, where 57% of assistants had been at their center for more than a year, and the shortest tenure occurred in Oregon, where only 38% of assistants had been on the job for over a year!

Salaries

Cost-of-living differences in each area make direct standard-of-living comparisons difficult. However, the 1991 poverty threshold for a family of three nationwide was $ 11,055 a year[1]. Our surveys indicate that most child care workers continue to earn an annual income only slightly higher than the federal poverty level, and many earn less as indicated in the Table.

Public schools tended to pay higher wages across the board than did other programs, and in Dayton and Oregon, for-profit centers paid significantly less for teachers than did other types of programs. In the Dayton and Oregon studies the **lower wages** paid by nonprofits did not translate to **lower parent fees**, but in San Mateo County, there was a correlation. Areas with a higher proportion of unionized workers (Sacramento and San Mateo Counties) were also the areas showing the highest starting salaries, average hourly wage and average annual income for teachers and assistants. However, the cost-of-living in urban California communities impact wages as well.

[1] Economic Indicators, November 1991.

Turnover

In each of the study areas, centers reporting the highest wages experienced lower turnover rates, and *visa versa* - those reporting the lowest wages experienced higher turnover rates. In all five studies, a primary reason child care workers left their jobs was dissatisfaction with their pay.

Areas with greater numbers of unionized staff reported a significant difference in both wage levels and the rate of turnover between union and non-union employees. Non-unionized worksites tended to report higher turnover than those that worked under a collective bargaining agreement, and accordingly, unionized workers tended to receive higher wages. The highest level of unionization occurred in Sacramento County, where 66% of teachers and 50% of assistants work under collective bargaining agreements, and the lowest in Dayton, Ohio, with 4% of teachers and 2% of assistants are unionized.

- For copies of 1991 salary surveys conducted in collaboration with CCEP, send $2.00 for each survey to cover reproduction, postage and handling to CCEP, 6536 Telegraph Ave., A-201, Oakland, CA 94609 /(510) 653-9889, or contact the offices listed above. Inquiries on dissemination efforts can be directed to the contact person listed in each specific local agency.

SURVEYS CONDUCTED BY AGENCIES OTHER THAN CCEP

<u>National Surveys</u>:

U.S. DEPARTMENT OF EDUCATION: In 1991, the U.S. Dept. of Education released *A Profile of Child Care Settings: Early Education and Care in 1990*, also referred to as the Mathematica study.

The Mathematica study reported an average child care teacher wage of $7.49 per hour, and an annual turnover rate of 25%--quite an impressive leap from the $5.35 per hour average and the 41% turnover found by CCEP's National Child Care Staffing Study (NCCSS) just two years earlier. But while the NCCSS reported wages and turnover for all teaching staff, including head teachers, teachers and assistants, the Mathematica study reports data on teachers only. Since aides' and assistants' positions are generally the lowest-paid, most numerous, and fastest to turn over in any center, a summary of teacher data alone gives a very incomplete picture of real conditions in the field. Additionally, the Mathematica study, unlike the NCCSS, includes public school districts, Head Start and part-day child care programs, which typically pay much higher hourly wages than private full-day child care programs. Both studies found higher turnover rates in for-profit centers, which paid the lowest wages.

Finally, the Mathematica study's assessments of quality were based solely on teacher and director reports of group sizes, staff/child ratios and staff qualifications; the NCCSS assessed quality through direct classroom observation.

While we share the desire to de-emphasize the divisions between child care and preschool education programs, it is important to acknowledge the variations between program types stemming from diverse and unequal resources. In reporting data it is also essential that the population surveyed is very clearly described. For example, the Mathematica study reports that 50% of programs experienced no turnover but many of these programs may have had stable, better paid teachers who were working with pool of low paid teaching assistants.

For copies of *A Profile of Child Care Settings*, contact John Kane, U.S. Dept. of Education, 400 Maryland Ave., S.W., Room 4049, Washington, DC 20202. NAEYC, a co-sponsor of the study, has also published a booklet, *The Demand and Supply of Child Care in 1990:* Joint Findings from The National Child Care Survey 1990 and A Profile of Child Care Settings. Contact: NAEYC, 1834 Connecticut Ave., N.W., Washington, DC 20009.

National Surveys: (continued)

■ **NATIONAL ASSOCIATION OF HOSPITAL-AFFILIATED CHILD CARE PROGRAMS:** NAHACCP recently sponsored a national Compensation and Benefits survey of child care workers at healthcare-affiliated (90%), corporate-based and for-profit chain (10%) child care sites. They received more than 150 responses from all regions of the country. Contact: Josie Disterhoft, NAHACCP President, 9375 Church St., Des Plains, IL 60016; phone (708) 824-5180.

■ **CANADA - Vancouver, B.C.:** Kargo will publish the results of their 12-province study in early 1992. Contact: Patty Schom-Moffitt, Kargo Communications, 300 Water St. Vancouver V6B5C6, Canada; phone (604) 623-3007.

Statewide Surveys:

■ **MINNESOTA:** Building on a 1990 salary and program survey by the Minnesota Child Care Resource and Referral Network, the Commission on the Economic Status of Women examined the overall child care picture in the state and published their results in ***Putting Children First: Coordinating Early Childhood Care and Education***, February 1991. Contact: Commission on the Economic Status of Women, 85 State Office Bldg., St. Paul, MN 55155; phone (612) 296-8590 or 1-800-652-9747.

■ **OHIO:** Ohio Association for the Education of Young Children surveyed all licensed day care centers in the state. Their study is still in process, and OAEYC plans to make the results available at their state conference in April 1992. Contact: Darlene DeNarie-Dreblow, Muskingum College, New Concord, OH 43762-1199; phone (614) 826-8354.

Countywide Surveys:

■ **CALIFORNIA - Kern County:** Community Connections for Child Care surveyed 68 licensed centers in the County, including private for-profits, nonprofits, co-ops and subsidized programs. They found that subsidized programs consistently offered higher salaries and benefits. Contact: Julie Parsons, Project Manager, Community Connections for Child Care, 420 18th St., Bakersfield, CA 93301; phone (803) 322-7633.

■ **ILLINOIS - Lake County:** The Child Care Coalition of Lake County conducted a salary and fees survey of 64 center-based day care providers within the county in the spring of 1991. Contact: Barbara Haley, Child Care Coalition of Lake County, c/o Lake County Health Department, 3012 Grand Ave., Waukegan, IL 60085; phone (708) 360-6733.

■ **MARYLAND - Montgomery County:** The County Department of Family Resources surveyed 129 centers and 341 family day care providers in 1990 and published the results in early 1991. The information is available in two documents, ***Quality Child Care--An Investment for the Future,*** and ***Wage and Benefits Survey of Child Care Center Staff in Montgomery County.*** The survey was released at an employers' conference on quality child care. Contact: Beth Molesworth, Dept. of Family Resources, Commission on Child Care, 101 Monroe St., Rockville, MD 20850; phone (301) 217-1175.

■ **MICHIGAN - Washtenaw County:** Child care centers, family day care providers and group homes were surveyed for salary and program information in this cooperative venture by the local R & R, the local AEYC chapter, the County Directors' groups and the Family Child Care and Day Care homes associations. A similar survey was done in 1984, and the group expects they will be able to make relevant comparisons. They will publish their report in Spring 1992. Contact: Kathy Wright, 532 5th St. Ann Arbor, MI 48103; phone (313) 663-9753.

■ **NEW YORK - Westchester County:** In a follow-up to a study done in 1989, eighty child care centers and school-age programs were surveyed in White Plains, using CCEP's survey form. Westchester County found that the racial composition of Westchester child care programs varied dramatically from teacher to assistant teacher positions, and from school-age programs to other centers. They also found that in every category surveyed there had been increases in fringe benefits in the past two years. Contact: Kate Riley, Child Care Council of Westchester County, 470 Mamaronick Ave., White Plans, NY 10605; phone (914) 761-3456.

Regional Surveys:

■ **MICHIGAN - University of Michigan:** Univ. of Michigan Children's Center conducted a survey of programs, salaries and fees at centers both within the "Big 10" universities and outside the university system. They expect results to be available in early 1992. Contact: Steven Sternberg, University of Michigan Children's Center, 400 N. Ingalls, Ann Arbor, MI 48109; phone (313) 763-6784.

■**WISCONSIN - Eau Claire:** In a survey conducted as part of a Masters Thesis, questionnaires were sent to all 61 licensed full-day centers in a 13-county area. Forty nine surveys were returned (a high response rate!). This survey found an average highest salary of $4.25 for teachers, $4.00 for assistants, and $5.00 for directors, and no collective bargaining in any of the centers. Contact: Linda L. DeMore, Instructor, Chippewa Valley Technical College, 620 West Clairmont Ave., Eau Claire, WI 54701; phone (715) 833-6361. ♦

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INTERESTED IN CONDUCTING A SALARY SURVEY?

The Child Care Employee Project has been helping groups collect and analyze child care salary and benefits data for over ten years. We have recently revised our survey instrument, and are also adapting it for use in family day care. Our booklet "Salary Surveys: How to Conduct One in Your Community" for $5.00 includes a copy of CCEP's survey instrument as well as tips on conducting a survey.

For groups who use the CCEP instrument to collect data, we can provide assistance with sample selection, computerized data entry and analysis, and preparation of an attractive report that can be used in public education efforts. Fees are variable depending on the size of the sample and the complexity of the analysis. The survey instrument is also available to groups conducting their own analysis. Contact CCEP for more information about our fee schedule and a sample report.

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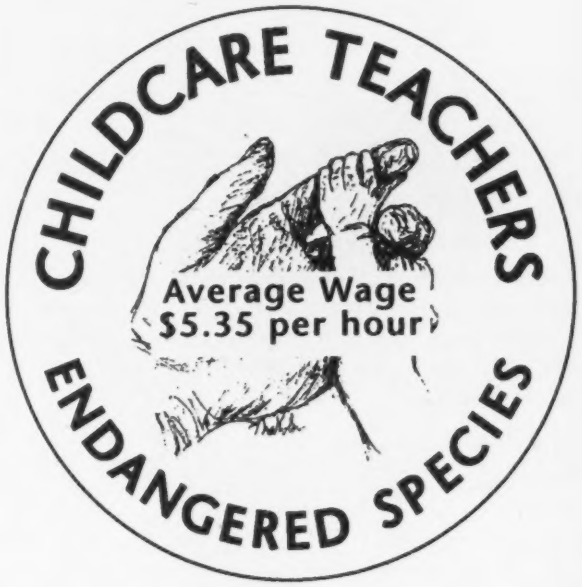
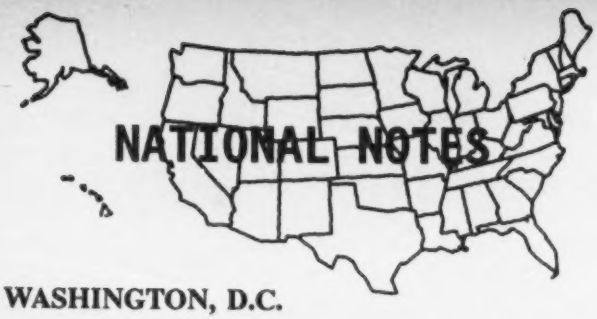
SPECIAL THANKS TO:

The American Express Philanthropic Program for its support of CCEP's Mentor Teacher Program.

The L.J. Skaggs and Mary C. Skaggs Foundation for supporting our ongoing work.

The American Federation of State, County and Municipal Employees (AFSCME), the American Federation of Teachers (AFT), District 65/United Auto Workers, the National Education Assocation (NEA) and the Service Employees International Union (SEIU), for their editorial and financial support of CCEP's newest publication, *Taking Matters Into Our Own Hands: A Guide to Unionizing in the Child Care Field.*





WASHINGTON, D.C.

When the District of Columbia's Wage-Hour Board decided in November to raise D.C.'s minimum wage for certain "clerical and semi-technical" jobs, including child care, from $4.25 to $7.25 an hour, it raised a major uproar instead, as employees wondered what it meant and employers wondered how to pay for it. City-wide protests forced the D.C. Council to hold a public hearing, after which it rescinded the wage board's decision and settled on a compromise of $5.25 an hour.

It was a classic "good news/bad news dilemma," said Bobbi Blok, director of the Washington Child Development Council, at the hearing: a $7.25 minimum wage was a long overdue chance to show child care staff that their work is valued, she said, but without more funding from the District, many centers would be forced to drastically reduce child care slots and staff, if not close down. Helen Taylor, director of D.C.'s largest nonprofit child care agency, urged community leaders to "come together to develop a long-term financing strategy" for the District's child care system. In the short term, advocates called the $5.25 decision a reasonable compromise.

WISCONSIN

As part of its federal Child Care and Development Block Grant (CCDBG) plan, Wisconsin will receive $600,000 this year, and $1.2 million next year, to be used only for staff compensation and training at accredited family day care programs and centers. Programs will also have to meet additional standards (not yet set) related to personnel practices and compensation.

The grants, scheduled to begin by summer 1992, will be based on the number of children of low-income families that each program serves; advocates are targeting roughly $1,000 per child per year. Since there are currently few accredited programs in the state, some of the $600,000, as well as another CCDBG fund, will provide grants this spring to help programs get accredited. For more information, contact the Wisconsin Early Childhood Association, (800) 783-9322.

HEAD START

In 1991, according to the National Head Start Association, teaching and support staff salaries rose an average of 7 percent as a result of quality improvement funds targeted towards wages. Head Start advocates again gained significant ground this fall, winning both cost-of-living adjustments (COLAs) and salary increases for Head Start staff in the FY 92 budget. The budget includes $250 million in supplemental funds, half for program expansion and $45 million targeted to quality improvements, at least half of this amount to be spent on salaries. Programs will also receive COLAs based on the Consumer Price Index for both personnel and non-personnel costs. In FY 93 and 94, Head Start programs will again get expansion funds (although the about is not yet determined), 25% to be used for quality improvements, half of that to be spent on salaries. Advocates will also continue to fight for annual COLAs.

KINDER-CARE

Perry Mendel, founder and former C.E.O of Kinder-Care, the nation's largest for-profit child care chain, has received a one-year prison sentence for income tax evasion. According to a recent issue of Report on Preschool Programs, "Mendel pleaded guilty in Alabama court to filing a false 1985 tax return after he failed to disclose $482,500 he received through a junk bond deal with Michael Milken, when Milken was at Drexel Burnham Lambert, Inc. Prosecutors said the money pocketed by Mendel was supposed to go to Kinder-Care. Former Kinder-Care President Richard Grassgreen also pleaded guilty in connection with the junk bond case."

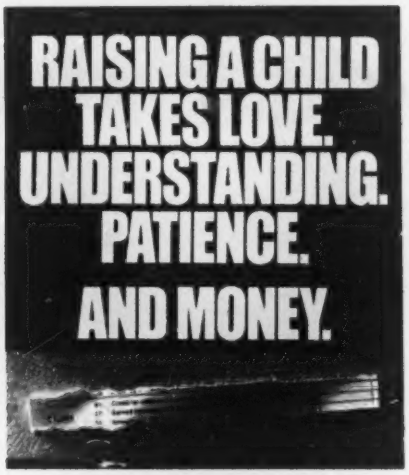
ONTARIO, CANADA

Ontario's Community and Social Services Minister Marion Boyd announced in November that her office will provide $30 million this year to boost child care salaries--an average $2,000 raise for the province's child care workers.

This will raise the average center teacher salary to $22,000 in urban areas. The Ontario government will also spend about $67 million over the next five years to encourage commercial child care centers to become nonprofit organizations, which benefit from more government funds.

The $67 million incentive program will provide general operating grants and equipment and toy funds to newly-converted nonprofits. Boyd emphasized that the Ontario government strongly favors a nonprofit child care system, and had even considered refusing to license new commercial centers. Laurel Rothman of the Ontario Coalition for Better Child Care said that wages should also increase at commercial centers that change over; teachers in that sector now earn about $5,000 less per year than those in nonprofit centers.

♦



EARNED INCOME CREDIT

Child care staff and the parents they serve should all know about a major increase this year in the Earned Income Credit (EIC). The EIC now offers a federal tax credit of up to $2,000 for working families who earned less than $21,250 in 1991 and had one or more children living at home at least half the year. Last year's maximum credit was $953. Call CCEP, or the toll-free IRS line, (800) TAX-1040, for details.

CALIFORNIA UPDATE

CCEP is continuing discussions with the State Department of Education regarding implementation of the Workforce Stabilization portions of California's federal block grant plan. Specifically, we are trying to get the statewide mentor teacher program, loan assumption program, staffing issues review committee, and the health benefits study underway. In November, Sen. Becky Morgan held a one-day forum in Sacramento to explore the possibility of a health benefits pool for child care staff. CCEP, the California Children's Lobby, CAEYC and other child care groups have been meeting with the Consumers Union to draft a legislative proposal, and we'll keep you posted. We're also aiming to get a statewide resolution passed for Worthy Wage Day, April 9.

This fall, the **California Policy Seminar** released *Solving California's Child Care Crisis: Research Addressing Regulations and Funding*, by Carollee Howes and Marcy Whitebook. The study compares California programs to the National Child Care Staffing Study and explores variations on quality among programs governed by the more stringent Title V versus the Title 22 regulations. It is available for $7.00 from the California Policy Seminar, 2020 Milvia St., Suite 412, Berkeley, CA 94704.

BAY AREA READERS
Join the Worthy Wage Campaign!

In preparation for Worthy Wage Day, local teachers are planning a series of house meetings for co-workers and parents as well as visits to center staff meetings, community college classes and conferences. Help spread the word!

Directors, R&R staff, trainers, parents, advocates, union reps and teachers have established a coalition to plan other efforts for the local campaign. Call CCEP for information about the teachers and coalition meetings.

TASK FORCE LINKS CHILD CARE STAFFING WITH SCHOOL READINESS

The National Task Force on School Readiness claims in a newly-released report that "readiness is not determined solely by the innate abilities and capacities of young children. [It] is shaped and developed by people and environments"--primarily families and child care programs.

In outlining its vision of "caring communities" needed to prepare children adequately for school, the Task Force envisions a system in which "early childhood and family support providers feel that parents and the general public value their work." In good programs, they note, "a substantial portion of the budget is dedicated to salary and benefits, including ample opportunities for professional growth, adequate leave, health and retirement, substitutes, an appropriate work environment, and opportunities and incentives to move up a career ladder."

The Task Force agenda for federal action includes: (1) incentives and assistance to states to improve training and certification programs, and to increase child care staff compensation and recognition; and (2) expanded loan forgiveness and scholarship funds for early childhood staff training.

Recommendations to the states include: (1) developing plans to enhance staff quality and career development, including linkages between in-service and higher education; and (2) quality assurance plans to finance training and higher pay.

The Task Force also urges local communities to create "early childhood leadership forums" to assess needs and plan strategies for high-quality, comprehensive children's services. The needs assessments should include parent and provider focus groups, as well as surveys of staff compensation, credentials, career options, turnover and morale.

As the Worthy Wage Campaign gets going nationwide, we at CCEP urge you to use these recommendations in your states and communities to move staffing issues forward by linking them to the goal of school readiness. Copies of the report, *Caring Communities: Supporting Young Children and Families*, are available for $10 from NASBE, 1012 Cameron St., Alexandria, VA 22314. ♦

WORTHY WAGE CAMPAIGN UNDERWAY

(continued from page 2)

Meanwhile, campaign plans are now getting well underway. A Worthy Wage Coalition Steering Committee, comprised of representatives from national organizations and local groups supporting the campaign, was established at the Denver Conference. The Committee is developing resources for local groups to use in their campaigns, including press packets, graphics, ideas for props and skits, and sample legislative resolutions.

If you haven't already, we urge *you* to join the Worthy Wage Campaign, too! The Campaign is financed solely by group membership and individual donations. The extent of our publicity efforts will depend on how much money we can raise. Members will receive an initial packet of materials as well as ongoing information and resources. Organizations are encouraged to donate $1.00 per member, and suggested donations from individuals are based on income--but no one will be turned away because of limited resources. ♦

WORTHY WAGE RESOURCES

■Video: Worthy Work, Worthless Wages

*Organizations that join the Coalition receive the video and resource packet **free** with their membership donation.*

Worthy work, Worthless wages
A 15-minute video on Seattle's actions toward solving the child care staffing crisis.

$20.00	**institutions**
$12.95	**low-income or individuals**
$ 3.75	**postage and handling**
$10.00	**resource packet**

■Worthy Wage Fact Sheets

*Campaign Description/Endorsement Form
*Doll Making: "Sewing and Stuffing Your Way to Worthy Wages"
*Activity Ideas

Price for postage: 29c for 2 factsheets, 52c for all three. Send a SASE to CCEP (see order form next page).

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■ **BUTTONS: "Support Worthy Wages for Child Care"** in green and black color scheme

Price: $1.00 each
Bulk order rate for Worthy Wage Coalition members: 50 cents each. (The buttons can be sold for $1 as a way to help fund your local Worthy Wage Campaign.)

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■WORTHY WAGE T-SHIRTS

"Rights, Raises, Respect" on the front and "Demand Worthy Wages" on the back. Colors: purple or black with white letters. Sizes available: M, L, XL, XXL. (see back page)

Price: $12.00 each

THE CHILD CARE EMPLOYEE PROJECT HAS FOUR NEW BROCHURES describing our services and publications:

- ■a newly revised agency brochure;
- ■an updated Publications Catalog;
- ■a brochure and order form for our latest publication, **Taking Matters Into Our Own Hands: A Guide to Unionizing in the Child Care Field**; and
- ■a brochure and order form for the **video "Worthy Work, Worthless Wages"**, a chronicle of the Seattle child care community's efforts to confront the staffing crisis.

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The Child Care Employee Project (CCEP) is a resource and advocacy organization dedicated to improving child care quality through better wages and working conditions for child care staff. For more information, please call (510) 653-9889 or write: CCEP, 6536 Telegraph Ave., Suite A-201, Oakland, CA 94609.

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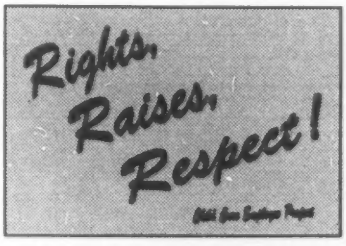

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